

16 FEB 1966

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Office of Computer Services

25X1 1. This memorandum reports the results of my interview on 11 February with Mr. [ ] I invited Mr. [ ] to discuss his reasons for desiring to leave the Agency with me following a telephone call from the Assistant Deputy Director for Support. 25X1

25X1 2. Mr. [ ] is 34 years old and holds a BS degree in Electrical Engineering. He has also taken courses in Business Administration. He served in the U. S. Navy for four years as an Intercommunication Electrician and with AC Spark Plug (Electronics) for one year as a Development Technician. He then worked for RCA for two years as Chief of an RCA 501 Computer Site. He joined the Agency in April 1963 as an Electrical Engineer, GS-10, on the Automatic Data Processing Staff. He was promoted to GS-11 in April 1964 and to GS-12 in April 1965. His most recent Fitness Report, prepared in September 1964, gives him an overall rating of "Strong"; a previous report, prepared in February 1964, gave him an overall rating of "Proficient".

25X1 3. Mr. [ ] talked with me for about an hour and a half. Summarizing his remarks, his reasons for desiring to leave the Agency relate to personnel management practices in the Office of Computer Services and to his concern about the functional organization of the Agency's electronic data processing activities. More specifically:

a. There appears to be no Career Service or other personnel management mechanism within the Office of Computer Services to handle long-range personnel planning and development. Opportunities for formalized training or for development through varied work assignments appear to be completely lacking.

b. Internal communications within the Office of Computer Services appear to be weak at best. Members of the Office feel that they are not informed about the Office's activities and plans and that, indeed, their "customer offices" frequently know more about these matters than they do.

c. There appears to remain a big question of whether it is not inherently impractical to attempt to combine in one organization, using common facilities, the Agency's computer-driven machinery for the storage, retrieval, and manipulation of administrative data and our more esoteric applications of computer capabilities.

25X1 d. Finally, it appears that those with true technical qualifications as Systems Analysts feel that people of lesser qualifications (the [ ] Group, for example) are taking over the real guts of the work and that the professionally qualified group have been reduced to performing routine programming and clerical tasks.

~~SECRET EYES ONLY~~

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

4. In the past twelve months, there have been 30 separations from the Office of Computer Services. (This does not include reassignments from the Office of Computer Services to other parts of the Agency concerning which data are not readily available.) Of the 30 separations, 14 were of employees in grade GS-7 and above who may be considered "professional." Of these 14, 11 left for reasons which would appear to be related to personnel management practices in the Office of Computer Services: "administrative practices", "immediate duties and responsibilities", and "personal interest-other employment".

25X1 5. I will be glad to report to you some of the specific events which Mr. [ ] recited to me. I have not investigated any of these; I would be glad to do so but believe that it may be more appropriate to recommend that the Inspector General undertake a general review of the personnel management practices within the Office of Computer Services.

[ ]  
Emmett D. Echols  
Director of Personnel

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